

Human Resource Development in Uttarakhand (With Special Reference to Rural Areas of Hardwar District)

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Abstract: *Human resource development helps the individual to increase their performance, their potentials, fulfilling their needs and enhancing social & psychological status. The belief that every person has potential which can be utilized for better productivity or service has enabled to established a process of converting this potential into reality. In this process the human being is continuously motivated to acquire knowledge and skills. The present study will enrich the present state of knowledge about the human resources in rural areas of Garhwal division of Uttarakhand state with special reference to Hardwar district. It will be helpful to understand the problems of the human resources in Uttarakhand state.*

Keywords: *Problems of Human Resource Development, Rural*

I. Introduction

Human being is a social animal and social revolution becomes possible when human resources are developed because socio-economic life of the people of a country change drastically through the change in thinking then phenomenal change and progressive thoughts hold out(endure) into the mind of the peoples. Generally the development of human resources means education, because education is the main tool for the overall development of human resources. Education, enlighten the human with knowledge. This knowledge of a person can help in building up a society as well as Nation in a much better way. This power of knowledge provides proper speed and progress to the economy also.

In the development of the concept of HRD, there are many economist, researchers and practitioners have paved attention to describe the process of HRD in a different way. Some HR practitioners, who belong to management research field, they describe the HRD as a process of performance appraisal, potential appraisal and development, feedback and performance, coaching, training, career planning and employees' welfare, quality of work life, reward, organizational development and system development and human resource information in a continuous way.

However international HRD practitioners described the influential factors of HRD like encompassing individual, organizational, cultural, economic, social, political and legal dimensions, which has described international human resource development in a broader sense. Human Resource Development is an interdisciplinary field which focuses on systematic training and development, career development, and organizational development to improve processes and enhance the learning and performance of individuals, organizations, communities, and society. Formal training programs will play a key role in the development of its human resources.

India is an underdeveloped county and it has second largest population in the world. According to Census 2011, population of India has reached 1210.2 million. In economic terms, India has factor endowment in human resources. A poor and illiterate human being can be developed by education and make a path for rapid economic development. Human resource is only one factor of production that creates wealth in any organization and society because all other resources can be better utilized by moving them. And human resource is not measured in quantity of population it includes quality aspect of population also. Thus there is a need to invest time, money and efforts in the development of human resources, because its provides fruitful results as the human resources can be developed to an unlimited extent since every human being has endless potentialities. The developed human resources have got a large amount of knowledge, creativity, imagination, ingenuity to solve the problems of organization and an economy.

II. Significance

Human resource is an important factor of production of any economy or state, which accelerates the growth of an economy. Human resource development also helps the individual to increase their performance, their potentials, fulfilling their needs and enhancing social & psychological status. The belief that every person has potential which can be utilized for better productivity or service has enabled to established a process of converting this potential into reality. In this process the human being is continuously motivated to acquire knowledge and skills. The present study will enrich the present state of knowledge about the human resources in rural areas of Garhwal division of Uttarakhand state with special reference to Hardwar district. It will be helpful to understand the problems of the human resources in Uttarakhand state.

III. Objective

The main purpose of the present study is to highlight the problems and prospects of human resource development especially in rural areas of Hardwar district of Uttarakhand

IV. Research Methodology

Primary data have been collected through interview schedule from respondents. In the present study only school education of rural areas of Hardwar district of Uttarakhand state has taken for primary study. There are total 113 centers in all six blocks of the districts. Out of 113 human resource developments centers, 78 belong to primary, 26 secondary, and 9 higher secondary educations. Out of which 35 centers have been selected for the primary data collection through stratified random sampling. On the whole thirty percent of total human resource developments centers have been selected randomly from rural areas of different development blocks of Hardwar District as shown in Table 1.1. From each HRD centers one respondent (Principal or head teacher) is interviewed.

Tables 1: Details of Population Regarding Human Resource Development Centers in rural areas of Hardwar District

Development Block	School Education						Total	
	Primary		Secondary		Higher Secondary		Rural	
	Rural		Rural		Rural		Rural	
	P	S	P	S	P	S	P	S
Bahadrabad	22	6	7	2	3	1	32	9
Bhagwanpur	12	3	3	1	1	1	16	5
Khanpur	4	1	1	1	1	1	6	3
Laksar	12	3	4	1	1	1	17	5
Narsan	14	4	6	2	1	1	21	7
Roorkee	15	4	5	1	2	1	22	6
Total	78	21	26	8	9	6	113	35

Note: P= Population, S= Sample

Source: Compiled by authors

Problems of Human Resource Development:

The economic development of a country depends upon the three conclusive factors like human, physical or financial. Same factors contribute in case of development of human resources also. Problems being faced in the process of human resource development are classified into three broad categories.

- Human Resource related
- Infrastructure related
- Finance and others related

Human Resource related problems:

- Human Resource related problems are absenteeism, lateness and quitting the classes before time, physical conflicts, theft of study material, vandalism at human resource development centers property, and verbal abuse.

Infrastructure related problems:

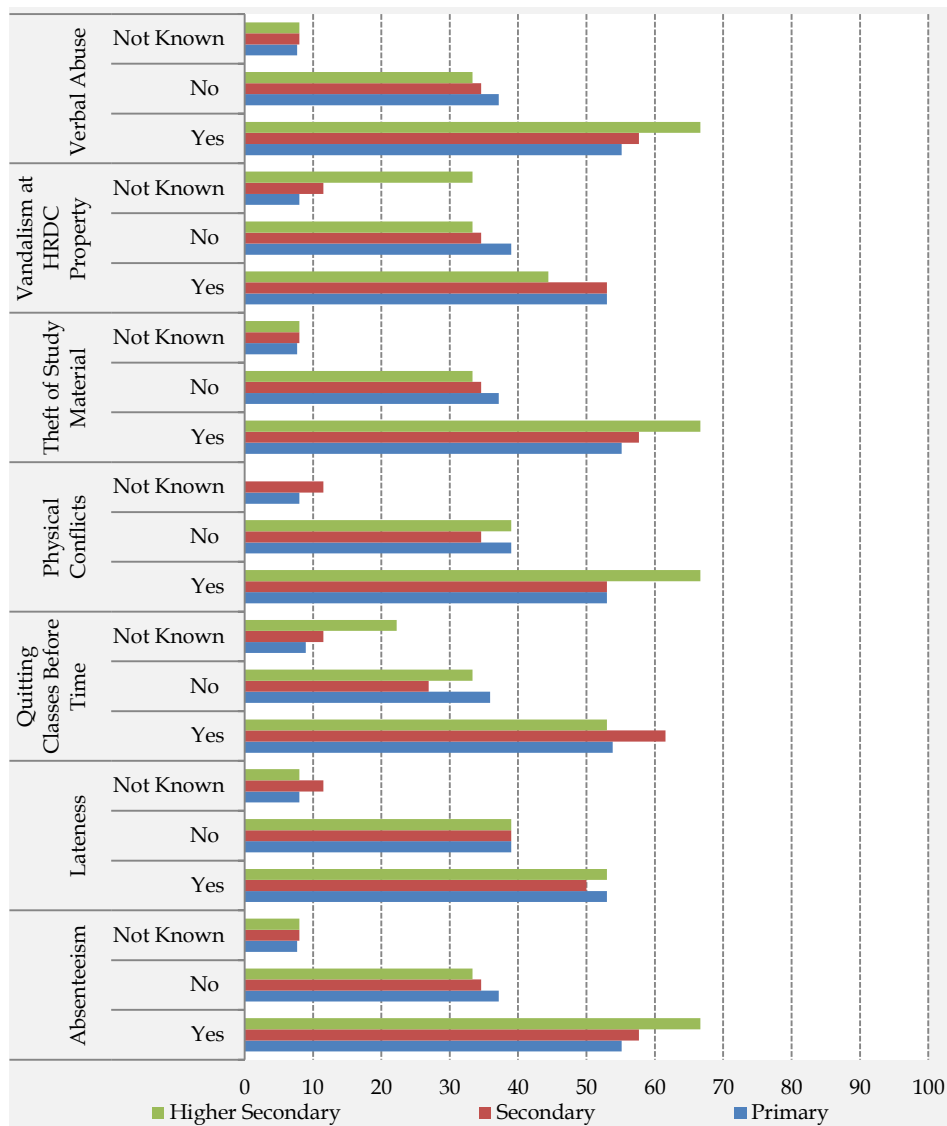
- The present section presents the analysis of responses regarding infrastructure related problems of the human resource development. Infrastructure related problems are Lack of Hostel facility, Lack of Teaching Rooms, Availability of Office and Faculty Rooms, Lack of Blackboards, Lack of Library facility, Availability of Books, an Use of Computers

Finance and others related problems:

- This section presents a detailed analysis of different type of finance and other related problems. The data gathered from the respondents have been analyzed in this section. Finance and others related problems are Funding (Government, Student Fees, and Donation), Teaching Staff, and Non-Teaching Staff.

V. Analysis and Interpretation

- **Human Resource related problems:**

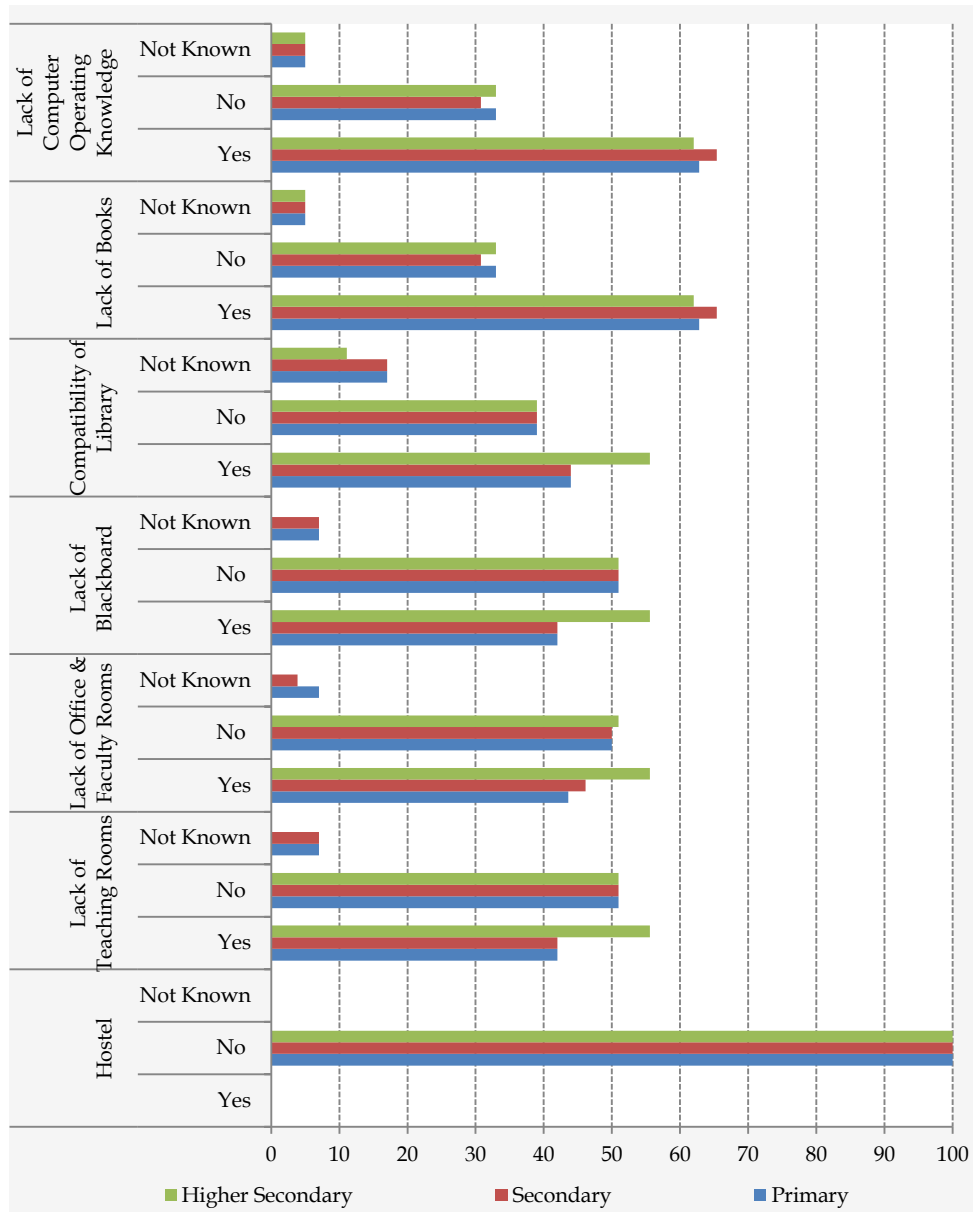


Source: Primary Survey

Graph 1 show that at primary level of education almost 60-65 per cent of respondents are facing the problem of absenteeism, physical conflicts, theft of study material, and verbal abuse, while 50-55 percent respondent are facing the problem of lateness, quitting classes before time, and vandalism at human resource development centers property. Furthermore, 25-30 percent respondent are of the view that there is no problem of absenteeism, physical conflicts, theft of study material, and verbal abuse while 30-35 percent respondent of the view that there is no problem of lateness, quitting classes before time, and vandalism at human resource development centers property.

VI. Infrastructure related problems

Graph 2: Percentage of Responses Indicating Problems Related with Infrastructure at Different Levels of Education in Rural Areas of the Study Area.



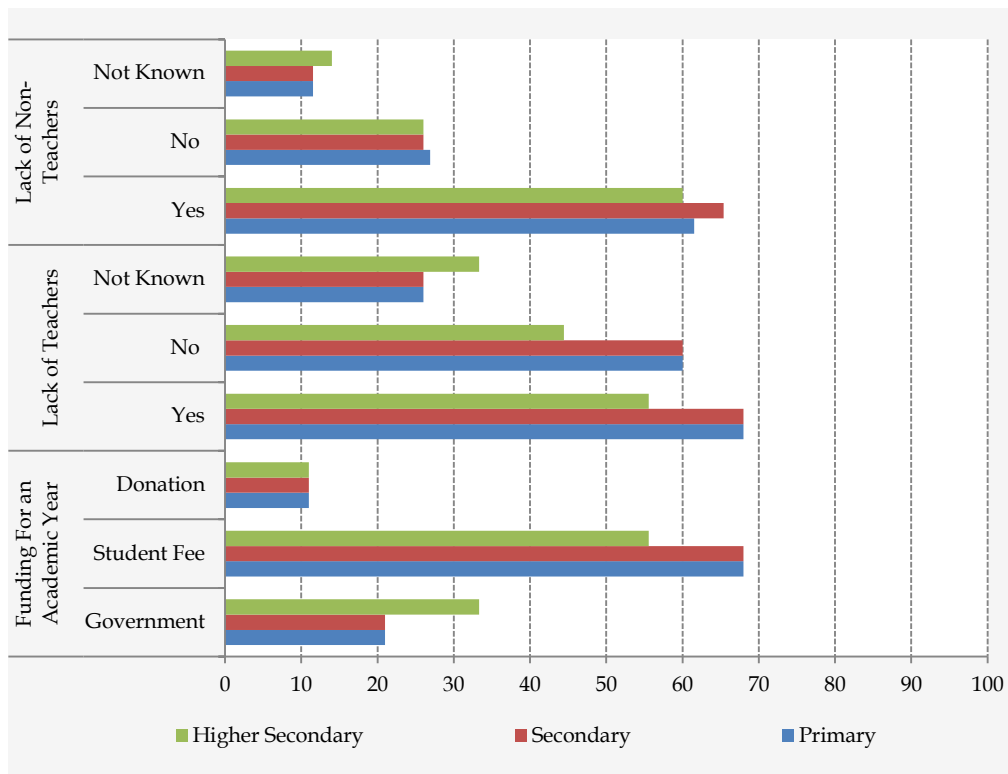
Source: Primary Survey

Graph 2 shows that at primary level of education almost 60-65 per cent of respondents are facing the problem of lack of computers and lack of books, while 50-55 percent respondent are facing the problem of lack of faculty rooms, lack of blackboards, and compatibility of library. Furthermore, 25-30 percent respondent are of the view that lack of computers and lack of books is not a problem 30-35 percent respondent of the view that lack of faculty rooms, lack of blackboards, and compatibility of library is not serious problem. In this region all the HRD centers are facing the acute shortage of hostels.

VII. Finance and others related problems

Graph 3 shows that at primary level of education almost 60-65 per cent of respondents are lack of teaching staff and non-teaching staffs, while 25-30 percent respondent are of the view that lack of teaching staff and non-teaching staffs is not a serious problem. According to the responses the prime source of funding for an academic year available to the HRD centers is fees taken by the students followed by government grant than donations.

Graph 3: Percentage of Responses Indicating Problems Related with Finance and Others at Different Levels of Education in Rural Areas of the Study Area.



Source: Primary Survey

VIII. Conclusion

In a nut shell, it is concluded that there are many problems that are being faced by institution of human resource development in rural HRD centers of Hardwar District. Developing human resources, human resource developers and development centers at primary, secondary, and higher secondary are facing problems related with human resource, infrastructure, finance and others in the process of developing human resource. Hardwar District especially in rural areas is suffering from the problems like theft of study material, Physical Conflicts, Vandalism of HRDC Property, provocation of Physical Conflict, quitting their classes before the time, absenteeism and lateness, theft of study material and Verbal Abuse. HRC centers in this area is suffering from shortage of classrooms, faculty rooms, black/ white boards, traditional/ advanced teaching learning adds like computers, library facilities. Most of the human resource development centers are running over fund generated by the students’ fee. There is also problem of insufficient staff of teaching and non-teaching cadres.

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